

Benefits of Being a CWIL Member

Participation on the committee can be a very rewarding and beneficial experience in many ways including:

- learning about the challenges faced by women attorneys today
- addressing issues of importance to women attorneys
- organizing and presenting education panels, workshops and conferences for attorneys and law students
- networking with local, regional, statewide, and national bar associations and their members
- creating opportunities for advancement of women attorneys
- improving relations and eliminating bias towards women attorneys within the profession
- experiencing leadership in the profession and learning about the State Bar structure and resources
- working with a diverse group of fantastic women lawyers on interesting projects to encourage and assist other women in the profession

CWIL Members 2003-2004

(Affiliations provided for identification purposes only)

Sharon Lybeck Hartmann, Chair

Law Offices of Sharon L. Hartmann, Los Angeles

Pamela Wagner, Vice Chair

Luce Forward Hamilton et al, San Diego

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Law Office of Helen Diamond, Laguna Beach

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Catalyst, Inc., San Jose

Michelle Osborne

Public Member, Mountain View

Enid Perez

Protection & Advocacy, Inc., Fresno

Stephanie Wildman

Santa Clara University, Santa Clara



Committee on Women in the Law



Office of Legal Services,
Access & Fairness Programs

No mandatory dues paid to the State Bar have been used for these activities. These activities have been funded entirely from voluntary contributions.

Committee Charge

CWIL is charged with increasing diversity in the legal profession by encouraging the entry and advancement of women attorneys and their participation in the administration and governance of the State Bar.

The committee produces programs and materials designed to maximize opportunities for women attorneys, engages in studies and generates reports on discrimination and other issues of importance to women in the profession and provides input and recommendations to the Board of Governors, as requested.

Getting Involved with CWIL

CWIL is one of five State Bar committees responsible for increasing access and fairness in the legal profession. The 15-member committee of attorneys and public members includes legal professionals, advocates, educators, and law students with expertise or an interest in increasing diversity in the legal profession on behalf of women.

To access the CWIL homepage on the State Bar website:

Go to www.calbar.ca.gov
Click on Attorney Resource
Click on Committees & Commissions
Click on Standing Committees and
Go to Women in the Law

Apply for Membership Application Deadline: Feb 2, 2004

Membership is through appointment only by the Board of Governors for a three-year term. The State Bar values diversity and broad-based representation in its appointments and encourages attorneys from diverse backgrounds to apply for membership.

In the coming year, there will be 6 full committee meetings (3 in-person meetings and the remaining meetings by conference call). Meeting locations generally alternate between the State Bar's offices in San Francisco and Los Angeles. Meetings require about two to four hours of preparation and last about five to six hours.

Additional time is devoted to sub-committees, which meet by teleconference as needed to complete special projects and tasks.

Committee members will be reimbursed for approved travel expenses in accordance with the State Bar's travel policy and the committee's budget.

Creative and committed candidates with the time, energy and dedication to work on increasing the participation of women within the legal profession are encouraged to submit an application for appointment to CWIL.

Applications and more information about the appointments process can be found at:
www.calbar.ca.gov

**For further information about CWIL
contact Kate O'Connor at (415) 538-2141
or at kate.oconnor@calbar.ca.gov**

Committee Highlights

The Committee on Women in the Law accomplished the following in 2002-2003:

- Organized and presented panel presentations to women law students where local women attorneys described their contemporary experience in the practice of law.
- Developed and presented elimination of gender bias MCLE programs with women's and local bar associations with an emphasis on outreach to rural areas.
- Conducted a law school essay writing scholarship competition on issues of interest to women in the profession and those who recruit and hire them.
- Developed and presented Elimination of Bias MCLE programs at the State Bar Annual Meeting including one featuring Angela Oh and a second spotlighting the No Glass Ceiling Initiative underway in San Francisco.
- Participated in outreach programs to high school and community college students interested in pursuing a legal career.
- Engaged in outreach to other State Bar committees and commissions, local women's bar associations, the Administrative Office of the Courts (AOC), and the American Bar Association.
- Assisted with the creation & promotion of the State Bar Diversity Awards, Annual Meeting Diversity Programming and the Diversity Newsletter.
- Recruited attorneys to serve on CWIL and other State Bar entities.